

**RESOLUTION NO. 16-1250  
SEPTEMBER 27, 2016**

10-04-16  
13-MED-09-1088  
\*closes 15-MED-12-1297  
1711-01  
K31029

**RESOLUTION AUTHORIZING THE APPROVAL OF A CONTRACT  
ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE MONTGOMERY COUNTY SHERIFF AND THE  
FRATERNAL ORDER OF POLICE/OHIO LABOR COUNCIL**

**WHEREAS**, the Sheriff of Montgomery County and the Fraternal Order of Police/Ohio Labor Council, engage in good faith bargaining and entered into a contract effective as follows:

**FOP Deputies – January 1, 2014 through and including  
December 31, 2016**

**NOW, THEREFORE, BE IT RESOLVED** that the contract addendum between the Sheriff of Montgomery County and the Fraternal Order of Police/Ohio Labor Council be and is approved by the Board of Montgomery County Commissioners.

**BE IT FURTHER RESOLVED** that the Clerk of Commission certify this resolution and make an imaged copy of this resolution available on the Montgomery County, Ohio website at <http://www.mcohio.org/>

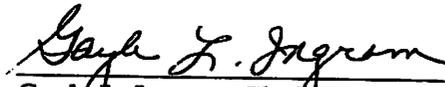
Mrs. Lieberman moved the adoption of the foregoing resolution. It was seconded by Mr. Foley, and upon call of the roll the following vote resulted:

Mrs. Lieberman, aye; Mr. Foley, aye; Ms. Dodge, aye: Carried.

DTF

I hereby certify that the foregoing is a true and correct copy of a resolution duly adopted by the Board of County Commissioners of Montgomery County, Ohio, the 27<sup>th</sup> day of September, 2016.

THE BOARD OF COUNTY COMMISSIONERS HEREBY FINDS AND DETERMINES THAT ALL FORMAL ACTIONS RELATIVE TO THE ADOPTION OF THIS RESOLUTION WERE TAKEN IN AN OPEN MEETING OF THIS BOARD OF COUNTY COMMISSIONERS, AND THAT ALL DELIBERATIONS OF THIS BOARD OF COUNTY COMMISSIONERS, AND OF ITS COMMITTEES, IF ANY WHICH RESULTED IN FORMAL ACTION, WERE TAKEN IN MEETINGS OPEN TO THE PUBLIC, IN FULL COMPLIANCE WITH APPLICABLE LEGAL REQUIREMENTS, INCLUDING SECTION 121.22 OF THE REVISED CODE.

  
Gayle L. Ingram, Clerk  
Board of County Commissioners  
Montgomery County, Ohio

The Montgomery County Sheriff (Employer) and the Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP") who represents FOP Lodge 104 (Union) hereby agree to the following modification to the parties current Collective Bargaining Agreement:

**ARTICLE 30  
INSURANCE**

**SECTION 30.1 - ELIGIBILITY AND COVERAGE**

All full-time employees will be entitled to participate in the County's group health program, in accordance with the plans.

- A. Employees may elect to contribute to a Health Savings Account or Flexible Spending Account, either the healthcare account or the dependent account or both by redirecting a portion of their pre-tax income. Such salary redirection will be subject to all provisions of I.R.S. Chapter 125.
- B. Employees, whose spouse also works for the County and is eligible for medical benefits under the County's plan, are not eligible to obtain double coverage under the plan. Both employee and spouse can select Employee only, or one can select Employee plus one or Family Coverage with the other declining. In all cases any employee covered under any County health plan, either as an employee or a dependent, will not be eligible to receive the monthly waiver.
- C. Employees who are laid off may purchase the County's health benefits covered in this Agreement for two (2) years after date of lay-off. Arrangements for payment will be made between the employee and the County Benefits Department prior to the effective date of lay-off.
- D. No new enrollment is permitted into the Buy-Up plan. Once an employee opts out of the Buy -Up Plan, they will not be permitted to re-enroll into the Buy-Up Plan.

**SECTION 30.2 – PREMIUMS**

- A. Current employee contributions for health coverage will continue through the insurance plan year concluding on June 30, 2017.
- B. Effective July 1, 2016 through December 16, 2016 at 11:59 PM (the last pay period for the 2016 fiscal year), the employee will contribute to the plans as follows:
- C.

Coverage Level	Monthly Payroll Deduction	
	Buy-Up Plan	County

Employee only		\$185.00	\$30.00
Employee + Child(ren)	+	\$255.00	\$35.00
Employee + Spouse	+	\$255.00	\$35.00
Family		\$315.00	\$45.00

- D. Effective December 17, 2016 (the first pay period for fiscal year 2017), the employee will contribute to the plans as follows:

Coverage Level	Monthly Payroll Deduction		
	Buy-Up Plan	County	Advantage Plan
Employee only	\$195.00	\$40.00	\$25.00
Employee + Child(ren)	\$255.00	\$45.00	\$30.00
Employee + Spouse	\$270.00	\$55.00	\$35.00
Family	\$330.00	\$65.00	\$45.00

- E. Employees may participate in the County's wellness incentive program, if offered, to reduce monthly contributions in the Buy-up Plan or to increase contributions to the Health Savings Account for participants in the County Plan.
- F. In no event will bargaining unit employees contribute more towards their benefits than any other county employee during the 2016-2017 benefit plan year. Likewise, should the County offer a waiver of contribution during the plan year, the benefit will be offered to employees covered by this agreement.

### SECTION 30.3 – WAIVER

- A. The County will contribute the following amounts to employees eligible for the waiver who choose to waive medical coverage:

	Monthly Contribution	Annual Contribution
Employee Only:	\$ 57.50	\$ 690.00
Employee + Child(ren):	\$ 90.00	\$1,080.00
Employee + Spouse:	\$100.00	\$1,200.00
Family:	\$120.00	\$1,440.00

- B. Eligible employees may waive their right to participate in either the single or

family coverage. If an employee waives this benefit, the employee may not revoke the waiver until the next open enrollment period or for exceptions specified by Montgomery County. Employees who waive participation in the group health programs will be paid monthly for such waivers.

- C. Any employee covered under any County Healthcare Plan, either as an employee or dependent, will not be eligible to receive the monthly waiver.

#### **SECTION 30.4 - LIFE INSURANCE**

The Employer will provide fifty thousand dollars (\$50,000) of group term life insurance to all full-time employees in accordance with the terms of the plan or plans offered by the County. The Employer will pay the entire cost for the Group Term Plan life insurance. Additionally, the Employer may provide optional supplemental term insurance that employees may choose to purchase and have the cost thereof deducted from their normal wages, through payroll deduction.

27<sup>th</sup> IN WITNESS WHEREOF, the parties have hereunto set their hands on the day of September, 2016.

**BOARD OF COUNTY COMMISSIONERS  
OF MONTGOMERY COUNTY, OHIO:**

\_\_\_\_\_  
Deborah A. Lieberman

\_\_\_\_\_  
Judy Dodge

\_\_\_\_\_  
Dan Foley

or  
Joseph P. Tuss  
Joseph Tuss  
Montgomery County Administrator

**ON BEHALF OF THE MONTGOMERY  
COUNTY SHERIFF:**

Phil Plummer  
Sheriff Phil Plummer  
Montgomery County, Ohio

Julie Droessler  
Julie Droessler  
Personnel Director/Chief Negotiator

Rob Streck  
Chief Deputy Rob Streck  
Montgomery County, Ohio

**ON BEHALF OF FOP  
LODGE 104:**

Mark A. Scranton  
Mark A. Scranton: Staff Rep.  
FOP, Ohio Labor Council, Inc.

Deputy Linda Shutts #831  
Deputy Linda Shutts  
Negotiation Committee Chairman

Deputy Tony Ball #32  
Deputy Tony Ball

Deputy Johnathan Miller #626  
Deputy Johnathan Miller

Deputy Gerald Barnes #272  
Deputy Gerald Barnes

Deputy Brian Crowe #822  
Deputy Brian Crowe

Deputy Patrick O'Connell #808  
Deputy Patrick O'Connell